

## **ACTUALIZING LEADERSHIP**

**VALUE: LEADERSHIP**

**PRINCIPLE: We inspire hope in those we serve.**

### **INDICATORS**

**1. Quarterly training for teams at team meeting (external or internal as determined by team)**

- Participation in training activities should be addressed on performance evaluations.
- Online trainings will be scheduled and include topics such as Effective Time Management, Effective Case Management, Conflict Resolution, De-Escalation Techniques, VR Process Review, Various Disabilities, and include affects VR process (ex. drug addiction), Child Welfare and State Wards, Juvenile Justice, Post-Secondary Planning, and Rural Careers that Don't Require Post-Secondary Training, Ethics Training, Social Security Required Training.
- Succession planning and training for supervisory/management positions.

**2. Develop a staff recognition program (within a year)**

- Develop and distribute a list of state employee discounts and other benefits that staff are eligible for.

**COMMENTS:**

- Focus on recognition at the team level. Recognize individuals who go above and beyond. A simple thank you can go a long ways.

**3. Each team will provide one success story per year to incorporate into each office's marketing efforts (including orientation).**

**4. Each team will develop a plan to be more visible in the community and report on progress at team tour meetings.**